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 SECURITY INFORMATION
 CENTRAL INTELLIGENCE AGENCY
 INFORMATION FROM
 FOREIGN DOCUMENTS OR RADIO BROADCASTS

REPORT

CD NO.

STAT

COUNTRY Czechoslovakia
 SUBJECT Economic - Mining
 Sociological - Wages
 HOW PUBLISHED Irregular newspaper
 WHERE PUBLISHED Prague
 DATE PUBLISHED 24 Jun 1952
 LANGUAGE Czech

DATE OF
INFORMATION 1952

DATE DIST. 6 Feb 1953

NO. OF PAGES 5

SUPPLEMENT TO
REPORT NO.

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SOURCE Uredni List,

PROCLAMATION OF NEW LOYALTY BONUS FOR MINERS IN CZECHOSLOVAKIA

[Comment: The large amount of space which Czechoslovak newspapers devote to mining, the continuous praise and criticism accorded to miners, and the stream of government decrees regulating mining appear to indicate that the government is not satisfied with the output. For further information

The existing miners' loyalty bonus has not served its purpose of insuring the attainment of production goals and combating absenteeism and turnover. Therefore, a new regulation has become necessary. In addition, to deal with cases not discussed in the new regulation, review commissions have been established in the offices of the managements of the various mining regions and in the Ministry of Fuel and Power.

The text of the 16 June 1952 Proclamation No 155 on the miners' loyalty bonus made by the Ministries of Fuel and Power, Metallurgical Industry and Ore Mines, Construction Industry, and Manpower, as follows:

Article 1

1. The following are eligible to receive the loyalty bonus:
 - a. Employees in mining enterprises and pupils of the miners' trade schools and plant training schools (hereafter called pupils) who work:

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- (1) In underground mine shafts.
- (2) In shale beds and quarries, at roasting ovens in coal and ore mines, and at roasting ovens for magnesite, refractory clays, slate, and quartz, if these employees are subject to miners' accident insurance.
- (3) In dressing, sorting, washing, and briquetting plants, if employed in production, dressing, or sorting.
- (4) In surface work in plants mentioned under (1) to (3), including repair shops in those installations, if their work is connected with the mining process.
- (5) In drilling and mining of montan wax, insofar as these employees are subject to miners' accident insurance.
- (6) In geological prospecting work; in all mining work, including deep drilling and prospecting.

b. Technical employees

- (1) In the district and mining-region management offices and combines, if they perform the duties of a manager for a district or for a mining region; of a combine manager; of a chief engineer; of the chief of a production, technical, or geological section; a chief mechanic; chief power engineer; or production inspector.
- (2) In enterprise management offices, if they perform duties similar to those enumerated under (1); and those employees who perform duties which in the shops would entitle them to the loyalty bonus provided that the enterprise-management office in which they work performs the duties for the subordinate shop and that the positions in the subordinate shop corresponding to their own are not filled.
- (3) In the Ministries of Fuel and Power, Metallurgical Industry and Ore Mines, and Construction Industry, if they perform the duties of an executive of the main administration; of chief engineer; of the chief of a production, technical, or geological section; or of a chief mechanic, power engineer, or production inspector.

c. The deputy managers of miners' trade schools and of plant training schools, which have been established according to the regulation on state labor reserves, and instructors teaching mining production processes in those schools (hereafter called deputies and instructors.)

d. Employees of the ROH (Revolutionary Trade-Union Movement) Federation of Mining Employees (Svaz Zamestnancu v Hornictvi).

2. Employees mentioned in Article 1, Paragraphs b - d, with the exception of instructors, are entitled to the loyalty bonus only if they have worked uninterruptedly in the mining industry for 5 years immediately prior to their assignment to the above-mentioned organizations.

3. The term "pupils of miners' schools and training institutions" includes mining apprentices who have not yet been incorporated into the state labor reserve.

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Article 2

Specifically excluded from eligibility for the loyalty bonus are administrative officials, employees of coking plants, mine railroads, central repair shops, auxiliary installations (e.g., firebrick plants, brick plants, mine and shaft power plants, wax plants, construction units, shaped tile plants, farms, and factory kitchens), transportation centers, and peat plants; persons employed in land surveying, members of brigades, members of fire-fighting units, plant guards, members of sanitation units, gate guards, night watchmen, vehicle operators, drivers, coachmen, laundrymen, charwomen, messengers, and other employees who perform similar duties.

Article 3

1. The condition of uninterrupted employment is considered fulfilled:
 - a. In the employee transferred before the promulgation of the government decree, regardless of reason, from one to another mining enterprise.
 - b. If the employee transferred after the promulgation of the government decree but under orders or for important reasons, and with the approval of the plant management and of the Factory Council or with the approval of the Okres National Committee, from one to another mining enterprise.
2. Uninterrupted employment in the same enterprise is not considered to have been interrupted:
 - a. By time spent in jail or in concentration camps for reasons of political, ethnic, or racial persecution in the period before the liberation. To get credit for such time, approval by the superior organ and the Factory Council is necessary.
 - b. By time spent in political or trade schools or in the Mining College. In the case of employees who have been sent to school by their plants, the time spent in school is considered as time spent in employment in the mine.
 - c. By service in the armed forces if the employee reenters mine employment within 7 days after discharge.
3. If the member of a voluntary brigade or of a military mining unit enters permanent employment in the mining industry, he shall receive credit for the time already worked toward the time necessary to entitle him to the loyalty bonus.
4. Pupils of schools and training institutions who transfer to the mining industry shall receive credit for the period spent in training towards the time requirement for the loyalty bonus.

Article 4

1. The following basic wage rates shall be used to calculate the loyalty bonus:
 - a. For persons mentioned in Article 3, Paragraph 1 of the government decree, with the exception of pupils and of technical employees in crowns per hour/:

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For groups mentioned in Article 3, Paragraph 1, under subheads a, b, and c.

<u>Class</u>	<u>a</u>	<u>b</u>	<u>c</u>
I	--	--	--
II	--	--	--
III	15.40	12.90	11.60
IV	17.20	14.40	13.00
V	19.30	16.10	14.50
VI	21.70	18.10	16.30
VII	24.30	20.30	18.30
VIII	27.30	22.70	20.50
		25.50	23.00

b. For technical employees:

(1) Including plant managers, chief engineers, deputy chief engineers, mechanics, and section foremen in mines, 31.40 crowns per hour of work performed.

(2) Other technical employees and employees of the ROH Federation of Mining Employees, deputies, and instructors, 27.30 crowns per hour of work performed.

c. For pupils of mining schools and training institutions, 9.00 crowns per hour of work performed.

2. "Hours of work performed" are only those hours actually spent working, including overtime. In the case of pupils they include the hours of schooling. No time spent away from the job is to be considered for purposes of calculating the loyalty bonus.

3. Employees entitled to disability or old-age pensions from National Insurance are authorized, if all the other conditions have been fulfilled, to receive a loyalty bonus proportionate to the number of hours actually worked during the applicable quarter. In the same way, the loyalty bonus is to be calculated as of the last quarter in the case of persons who transfer in the general interest to a type of work where the loyalty bonus is not granted. If disabled persons or persons entitled to old-age pensions continue to work in or again enter the mining industry, the period of time necessary to entitle them to the loyalty bonus is calculated as in the case of persons who recently entered the mining industry.

4. If an employee transfers during a certain 3-month period from one work group to another (Article 3, paragraph 1, above) the loyalty bonus is calculated on the basis of the rates in the group in which the employee spent the greater part of the time worked. The same rules apply when an employee transfers from one class to another. If, because of accident or disability suffered during employment or because of work-connected illness or decrease in working ability, the employee was transferred to a work group for which this decree prescribes a lower loyalty bonus rate, the loyalty bonus is calculated on the basis of the rates applicable to the group in which the employee worked previously.

Article 5

1. Every shift missed, for which properly documented reasons have not been furnished, is to be considered as an unexcused missed shift. Unexcused missing of a shift is to be recorded properly and promptly. Whether or not the missing of a shift is to be excused will be decided by the plant administration in cooperation with the Factory Council. The employees are to be instructed as to the loss they will incur if they do not show proper cause for missing a shift.

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A compensatory shift, worked to make up for a shift missed without proper excuse is not to be considered as a basis for the loyalty bonus. It is not permissible to furnish belated excuses for missed shifts after the end of the month.

2. The plant management and the shop council are to inform the employees regularly each month about the fulfillment of the plan and about the repercussions the fulfillment has on the loyalty bonus.

Article 6

1. In the case of technical employees in the ministries, fulfillment of the extraction, preparation, and mine-opening plans means the fulfillment of the sector plan in the respective production field. In the case of technical employees in combines of mining district management offices, fulfillment of the plan means fulfillment of the plan for all nationalized enterprises in that district. In the case of the employees of regional management offices it means the fulfillment of the plan for the subordinate nationalized enterprises and in the case of employees of plant management offices it means the fulfillment of the plan for all subordinate installations.

2. In the case of employees of the ROH Federation of Mining Employees, the bonus depends on the same conditions for fulfillment of the extraction, preparation, and mine-opening plans as in the case of the technical employees of the ministries. The bonus for employees of the Kraj Committees of the ROH Federation of Mining Employees is subject to the same requirements as for technical employees of combines or mining region directorates. The employees of the Okres Committees of the ROH or Federation of Mining Employees are handled like the employees of the district or enterprise directorates.

3. In the case of deputies and instructors, payment of the loyalty bonus depends on the one hand on the fulfillment of the production plan of the school or of the factory training institution, and on the other hand on the fulfillment of the plan for teaching production skills. If one of these conditions is not met, the loyalty bonus is cut by one third.

Article 7

1. The payment of the loyalty bonus is made in the month following the end of each quarter.

2. The payment of the loyalty bonus for the period 30 July 1951 - 27 July 1952 will take place on Miner's Day in 1952. The amount however will be calculated on a quarterly basis (see Article 3 above).

Article 8

Controversial claims for the loyalty bonus will be decided by the Review Commission in the Ministry of Fuel and Power. The members of the commission are representatives of the ministries concerned and of the respective ROH federations.

Article 9

This announcement is effective 30 July 1952.

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